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Message Text

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16
ACTION PER-05

INFO OCT-01 NEA-09 A-01 M-02 ISO-00 AID-07 USIA-12 /037 W
---------- 093063
R 040400Z AUG 74
FM AMEMBASSY KABUL
TO SECSTATE WASHDC 8980

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E.O. 11652: GDS
TAGS: AFSP, AF - AFIN
SUBJECT: LOCAL EMPLOYEE AND TCN SALARY SURVEYS

REF: (A) YOUR OM, SAME SUBJECT, DATED JUNE 11, 1974
(B) MEMORANDUM TO MR. CHESTER POLLEY FROM PER/PCE/PPM/LP-
ALAN WEINSTEIN DATED MAY 30, 1974

FOR PER/PCE/PPN - MR. WEINSTEIN

FOR NEA/EX

1. WAGE SURVEY TEAM AT THIS POST HAS THOROUGHLY ANALYSED YOUR JUNE 11
MEMO CONCERNING LOCAL EMPLOYEES.

2. OUR MAJOR PROBLEM IS THE HANDLING OF SINGLE RATES. AS WE HAD STATED

BEFORE IN OUR MEMORANDUMS AND CABLES, KABUL IS A PRIMITIVE POST. AID
CONSIDERS AFGHANISTAN AS BEING ONE OF THE FIVE MOST UNDERDEVELOPED
COUNTRIES
IN THE WORLD. WE HAVE VERY FEW LARGE PROGRESSIVE FIRMS AND IT IS VERY
DIFFICULT THEREFORE FOR US TO COME UP WITH MULTIPLE RATES FOR OUR WAGE

COMPARISONS. THE PROCEDURES SUGGESTED IN THE LOCAL EMPLOYEES COMPENSA-
TION
HANDBOOK ARE NOT VERY HELPFUL FOR US. YOU OBJECTED TO OUR INNOVATION
OF
USING AN AVERAGE RANGE APPLIED TO OUR SINGLE RATES. I.E.
POSITONS IN THE PRIVATE SECTOR WHERE NO AVERAGE IS AVAILABLE DUE
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TO FACT THERE IS ONLY ONE INCUMBENT)

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3. THEREFORE WE WOULD LIKE TO TRY ANOTHER APPROACH BUT WE WISH YOUR CONCURRENCE BEFORE WE GET TOO THOROUGHLY INVOLVED IN TIME-CONSUMING DETAILED WORK. THIS SUGGESTION IS THAT WE ASK THE COMPANIES CONCERNED WHICH HAVE THE SINGLE RATES HOW LONG THE INCUMBENT HAS BEEN WORKING. IF THE INCUMBENT HAS BEEN WORKING FOR LESS THAN 5 YEARS WE WILL CONSIDER
THAT RATE TO BE A MINIMUM. IF ON THE OTHER HAND, THE EMPLOYEE HAS BEEN

WORKING FOR MORE THAN 5 YEARS WE WILL CONSIDER THIS RATE TO BE A MAXI-MUM
RATE. OUR RATIONALE IS THE FACT THAT OUR BASIC COMPENSATION PLAN CONSISTS OF 10 ANNUAL STEPS.

4. PLEASE REPLY BY TELEGRAM STATING WHETHER OR NOT YOU AGREE WITH THIS

PROCEDURE. IF YOU DO NOT AGREE WE WOULD APPRECIATE A TELEGRAM INSTRUCT-

ING US AS TO WHAT ALTERNATIVE WE SHOULD USE.

5. REFERENCE B, PARAGRAPH 2B MENTIONED A "6000 AFS. PLUS ADJUSTMENT FOR
OR
MEDICAL AND BIRTH (DEATH) DENEFITS" IN COMPANY CODE 4. WE HAVE LOOKED THROUGH THE FRINGE DATA COLLECTION SHEETS FOR NOT ONLY COMPANY CODE 4 BUT FOR ALL THE OTHER COMPANIES AND CANNOT FIND ANY 6000 AFS. ADJUSTM
ENT
CONCERNING "MEDICAL AND BIRTH (DEATH) BENEFITS". WE ARE AGAIN RETURNI
NG
OUR WORKSHEETS BY MAIL FOR YOUR REVIEW. PLEASE CLARIFY.

6. REFERENCE B, PARAGRAPH 2A MENTIONED THE "PLUS ADJUSTMENT OF
4 PERCENT FOR
ANNUAL LEAVE IN COMPANY CODE 2". WE ARE PUZZLED AS TO WHAT THE OBJECTION IS SINCE WE FOLLOWED THE GUIDELINES IN THE
LOCAL EMPLOYEES COMPENSATION HANDBOOK CLOSELY IN THIS RESPECT. WE WOULD APPRECIATE YOUR TAKING ANOTHER LOOK AT THIS WITH ADVICE TO US AS TO WHAT IT IS THAT IS WRONG.

7. SINCE IT APPEARS THAT APPROVAL OF THE WAGE SURVEY WILL TAKE CONSIDERABLE TIME WE WOULD LIKE TO GO AHEAD WITH AN AMENDMENT TO OUR LIMITED OFFICIAL USE

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CURRENT WAGE PLAN ALLOWING,IN ACCORDANCE WITH LOCAL CUSTOM, OVERTIME TO BE PAID AT TIME AND ONE QUARTER, NIGHT DIFFERENTIAL AT TIME PLUS
10 PERCENT AND FRIDAY DIFFERENTIAL PAY, (FRIDAY BEING THE MOSLEM

HOLIDAY)
AT THE RATE OF TIME PLUS 25 PERCENT. WE REQUEST BOTH APPROVAL OF THE CONCEPT
AND FUNDING APPROVAL, WITH A PROPOSED EFFECTIVE DATE OF SEPTEMBER 1ST

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WHICH IS THEBEGINNING OF A PAY PERIOD. THE EXTRA COST FOR EACH AGENCY
IS AS FOLLOWS:

AGENCIES		FULL YEAR COST	FY-75
AID	OVERTIME	3600	
	$3000		
	FRIDAY PREMIUM	2400	2400
AID	NIGHT DIFF.	$360	$240
SAS	OVERTIME	2400	2000
	FRIDAY PREMIUM	900	750
	NIGHT DIFF.	240	200
USIS	OVERTIME	375	315
	FRIDAY PREMIUM	175	145
	NIGHT DIFF.	40	30

8. IN ALL OTHER RESPECTS THE INSTRUCTIONS IN YOUR ANALYSIS APPEAR TO
BE UNDERSTANDABLE ENOUGH AND WE ARE WORKING ON THEM. WE ARE STARTING
ALMOST FROM SCRATCH ON THIS SURVEY AND WILL GO BACK TO THE COMPANIES
CONCERNED ASKING FOR ADDITIONAL DATA SUCH AS SENIORITY OF WORKERS AND
ACTUAL AMOUNT OF SICK LEAVE TAKEN, ETC. BUT BEFORE WE GOT TOO FAR ALONG

WE WOULD APPRECIATE A RAPID RESPONSE TO THIS MESSAGE SO THAT WE KNOW
THAT THE WORK WE DO NOW WILL BE USEFUL
ELIOT

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